# DISCRIMINATION and POWER

# Overview

- Prejudice
- Discrimination
- The characteristic of discrimination
- Power and its relationship to discrimination
- Dr. Allport's Hierarchy

# Concept of EO Violations

- Racism
- Sexism
- Prejudice
- Discrimination

# Prejudice

- **Faulty and inflexible generalization**
- **Preconceived opinions or feelings**

# Levels of Prejudice

- Cognitive
- Emotional
- Acting Out

# Discrimination

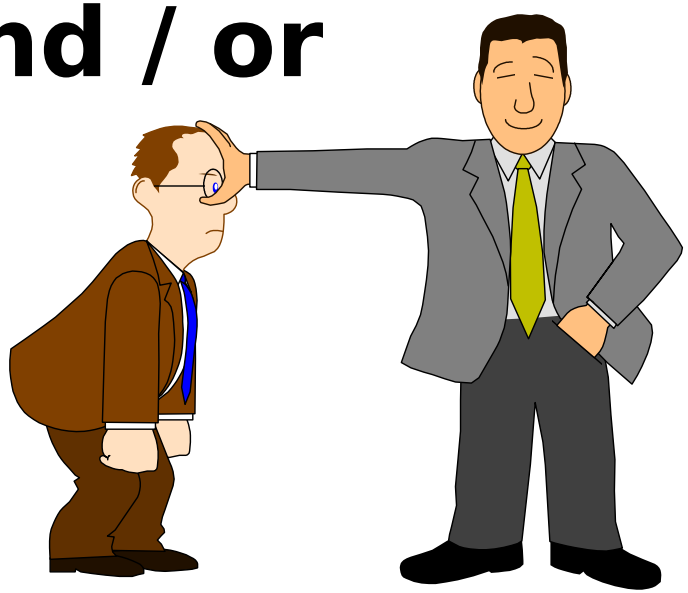
- Treatment or consideration based on class or category rather than individual merit

# Characteristics of Discrimination

- Overt or hidden
- Direct or indirect
- Intentional or unintentional

# Power

**The ability of a person in a relationship to influence others in the relationship psychologically and / or behaviorally.**



# Power Basis

- **Formal Power**
  - **Legitimate**
  - **Reward**
  - **Coercive**
- **Informal Power**
  - **Expert**
  - **Referent**
  - **Associative**

# Institutional Discrimination

- **Any systematic or functional practices that discriminate or manifest unequal treatment.**

# Dr. Gordon Allport's Hierarchy

- Disparaging terms
- Avoidance
- Discrimination
- Physical attacks
- Extermination or genocide

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